

CLIP OF EPISODE

INTRO

Welcome to another episode of *The Workforce Link Podcast*, where we're offering forward thinking conversations for the workforce, linking employers and job seekers to a brighter tomorrow. I'm your host Sundi Jo Graham, with the Central Workforce Development Region, and I'm excited to be back with you for another episode of the podcast.

So, here you are, getting that raise that you've been waiting for. And what's even better - you didn't even have to ask for it. A spontaneous raise is not usually in the cards, but it can be.

Most raises depend on a variety of certain factors, not just whether or not you deserve one. None of us are guaranteed a raise, unless you've signed something specifically in a contract that stipulates so. Especially a raise we're not really even expecting.

But... There are some things you can do to get yourself closer to that raise without perhaps even having to ask. We're going to dive deeper into those things on today's episode of *The Workforce Link Podcast*.

Before we dive in, though, I'd love for you to share this podcast with others. Whether you're sharing with another business owner, or a team member who needs a little help pushing through, let them know about this podcast. We want to help as many people as possible win in the workforce, and word of mouth is the best way to make that happen.

You and your friends can listen to *The Workforce Link Podcast* on pretty much any platform: Apple, Spotify, or right on our website at theworkforcelink.com. We're everywhere so it's easy for you to spread the word. And thanks so much for being willing to tell others about it.

PROMO - CAREER CLUB

And one more question before we get started? Are you looking for career training without even having to leave the house? Well.. good news for you. We've recently launched *The Career Club*, a virtual work experience for job seekers ages 14-24.

Here's how it works:

We assist you with job seeking skills, personal management skills, how to meet employer expectations, money management principles, good work habits, and more.

After training is complete, you'll receive job placement, allowing you to implement your newly developed skills.

And here's the cool part... **You get paid while you learn.** That's right. You'll receive \$13/hr while participating in the virtual training, with possible transition to a higher wage upon job placement.

This, my friend, is an exciting opportunity to earn while you learn. To sign up or learn more, visit cwdregion.com/careerclub.

Alright, let's dig into today's episode on how to get a raise without asking.

DISCUSSION

1) MAKE YOUR BOSS LOOK GOOD

There's nothing that will get you noticed faster than making sure your boss is the one who gets noticed first. Never make your boss look like he/she doesn't know what they're doing, especially in a public setting.

Show up with a servant's attitude willing to make them the star. That doesn't mean that you have to pretend they're perfect, but there's a time and place for that, and it's not in a public setting.

If you have an opportunity to make your manager or leader look good, take it.

Let's use retail for an example. The owner of the store comes down to check things out and you've just made a huge sale. Make sure to credit your direct boss for helping to make it a success. If your boss becomes a favorite of the owner, guess who he/she will probably remember when it comes promotion/raise time? You!

2) BE AN EXPERT

Here's what I mean by this. You don't have to be an expert on everything, but become an expert on one thing. And obviously you want it to be related to the field you're currently working in. You don't want to become an expert on welding if you're working in healthcare. Your boss doesn't need to know that you can drive a forklift with perfect precision if you're working in accounting.

I mean.. Those things could possibly come in handy, you just never know, but your goal here is to become the person your boss and everyone else needs to go to when learning how to solve a problem related to the topic you know everything about.

Are you a CNA who's found a more efficient way to distribute medications to the residents? Great. Be ready to answer all those questions about that specific thing. You get the idea.

Want to stand out even more as the expert? Don't wait for everyone else to realize there's an issue. If you've solved the problem, take it to your boss and show them what you've come up with.

Working in the customer service field? Solve the problem for your customers or clients before they even know the problem exists. Happy customers means more profits. More profits means more money. More money means more room for a raise for you!

PROMO - JOB CENTERS

I hope you're enjoying this episode as much as I am. I wanted to interrupt for just a minute to invite you to check out our Central Missouri Job Centers.

With 8 different locations throughout the Central Region, we have an excited staff waiting to assist you with all of your employment-related needs.

Columbia, Rolla, Jefferson City, Lebanon, Lake of the Ozarks, and more!

Whether you're looking for employment, want to go back to school and earn an education, or you're an employer trying to find your next great team member, our Job Center staff can help!

Find your closest Job Center location today at cwdregion.com/jobcenters. That's cwdregion.com/jobcenters.

Now.. back to the show.

DISCUSSION CONTINUED...

3) BRING IN NEW BUSINESS

You might be thinking, *Sundi Jo, I don't really need to listen to this one. I'm not in sales.* And I would say to you, I understand, and I hate sales, but you're wrong. Everyone is in sales whether they know it or not.

You had to sell yourself in the interview when you were applying for the job. You're selling yourself every time you put your skills to use.

This goes back to what I said in a previous episode, 5 Ways to Keep Your Team Motivated. I told the story of a previous company I worked for who had a motto that said, "Act like an owner." I'll share the link in the show notes, but using that as an example.

If you want to continue to help strengthen the company you're working for, because more profits means a greater increase of a raise for you, then you need to ask yourself, "How would I handle this situation if I were the owner?" Shift your mindset to take some ownership.

If the company isn't making money, you're not getting a raise, so why not contribute in every area you can? Tell people about what you're doing. What does your company offer? What do you love about their products?

It doesn't matter if you're in retail, the restaurant industry, working as a janitor, or on the assembly line. It's up to you to help sell your company, your skills, your products, and ultimately, yourself.

So, start asking yourself today, no matter the position, how you can start bringing in new business.

4) BECOME IRREPLACEABLE

Now, before I dive into this, I want to say to us all.. Don't get a big head. We are **ALL** replaceable and that will never change. There's always someone out there who can do our job, if not better. That's just the reality.

But... you can work with the integrity and attitude that makes your boss truly see you as irreplaceable. Go out of your way to do your job and more. Show your boss you have incentive to truly invest in the company.

You make yourself stand out for good reason and you won't even have to ask for a raise. It will come to you.

You want your boss to realize that losing you would not just decrease productivity in the company, but decrease their profit margin. Show up and do your job, then go above and beyond and it will pay off, literally.

RECAP

So, let's do a quick recap of what we covered today to help you get a raise without asking:

1. Make your boss look good.
2. Become an expert.
3. Bring in new business.
4. Become irreplaceable.

Of course I can't promise you that you'll get a raise, but I can tell you that if you implement these steps, your chances are much greater. I would say even more so today, where companies are desperate to not just keep employees, but get employees.

You show that you're worth investing in and sticking it out, your employer is going to take notice.

I have a family member who went to work in the fast food industry recently, which is one of the hardest industries to work in right now. People are quitting left and right and they're constantly short staffed. He's been one of the first to volunteer to stay and work overtime. He's been pretty excited about his paycheck with tons of overtime, but management has also taken notice and he has received two promotions. Things are looking good for him because he's willing to make his company look good.

CLOSING

Alright, that's it for us today. I hope this episode was helpful for you today, and if so, please share with others, oh.. And if you haven't already, don't forget to go leave us a review... preferably 5-star.

Have a great week and we'll meet again in the next episode. Until then.. Remember this...
There's always a brighter tomorrow if you're willing to find it.

LINKS:

[Career Club](#)

[Job Centers](#)

5 Ways to Keep Your Team Motivated